

Jackson County School Board

Sneads High School



2015-16 School Improvement Plan

Sneads High School

8066 OLD SPANISH TRL, Sneads, FL 32460

<http://shs.jcsb.org>

School Demographics

School Type	2014-15 Title I School	2015-16 Economically Disadvantaged (FRL) Rate (As Reported on Survey 2)
High	No	54%

Alternative/ESE Center	Charter School	2015-16 Minority Rate (Reported as Non-white on Survey 2)
No	No	22%

School Grades History

Year	2014-15	2013-14	2012-13	2011-12
Grade	B*	B	A	B

**Preliminary Informational Baseline School Grade*

Note: The school grades calculation was revised substantially for the 2014-15 school year to implement statutory changes made by the 2014 Legislature and incorporate the new Florida Standards Assessments. The 2014-15 school grades serve as informational baseline data that schools can use to improve in future years.

School Board Approval

This plan is pending approval by the Jackson County School Board.

SIP Authority and Template

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F, or with a grade of F within the prior two years. For all other schools, the district may use a template of its choosing. All districts must submit annual assurances that their plans meet statutory requirements.

This document was prepared by school and district leadership using the Florida Department of Education's school improvement planning web application located at <https://www.floridaCIMS.org>.

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Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. A corollary at the district level is the District Improvement and Assistance Plan (DIAP), designed to help district leadership make the necessary connections between school and district goals in order to align resources. The Florida Department of Education encourages schools to use the SIP as a “living document” by continually updating, refining and using the plan to guide their work throughout the year. This printed version represents the SIP as of the “Date Modified” listed in the footer.

Part I: Current School Status

Part I organizes the current status of the school around five domains inspired by the 5Essentials framework: Supportive Environment, Family and Community Involvement, Effective Leadership, Public and Collaborative Teaching, and Ambitious Instruction and Learning. Questions regarding the school’s Multi-Tiered System of Supports have been embedded throughout this part to demonstrate how data is used by stakeholders to understand the needs of all students and allocate appropriate resources in proportion to those needs.

Part II: Needs Assessment

Part II requires the school to review performance and early warning systems data in order to develop strategic goals and associated data targets (i.e., “SMART goals”) for the coming school year in context of the school’s greatest strengths and needs. An online tool was developed, which includes data visualizations and processing questions to support problem identification, problem analysis and strategic goal formulation.

Part III: 8-Step Planning and Problem Solving for Implementation

Part III enables the school to develop implementation plans for its highest-priority goals. With the overview of the current state of the school in mind and the strategic goals identified through the needs assessment, the planning team engages in a facilitated planning and problem-solving process, through which they

- Define strategic goals and establish targets to be reached by successfully achieving the goals (Step 1)
- Identify resources available to support the goals and barriers that could hinder achieving those goals (Step 2)
- Select high-priority barriers they want to address initially (Step 3)
- Design implementation and monitoring plans for strategies to resolve selected barriers (Steps 4-7)
- Determine how they will monitor progress toward each goal (Step 8)

Appendices

The following appendices, automatically-generated from content entered in Part III, are included in this document:

- Appendix 1 is a timeline of all action steps and monitoring activities
- Appendix 2 is an outline of all professional development opportunities and technical assistance items
- Appendix 3 is a report of the budget needed to implement the strategies

Differentiated Accountability

Florida’s Differentiated Accountability (DA) system is a statewide network of strategic support, differentiated by need according to performance data, and provided to schools and districts in order to improve leadership capacity, teacher efficacy and student outcomes. DA field teams collaborate with district and school leadership to design, implement and refine improvement plans, as well as provide instructional coaching, as needed.

DA Regions

Florida’s DA network is divided into five geographical regions, each served by a field team led by a regional executive director (RED).

DA Categories

Traditional public schools are classified at the start of each school year, based upon the most recently released school grades (A-F), into one of the following categories:

- Not in DA – currently A or B with no F in prior three years; charter schools; ungraded schools
- Monitoring Only – currently A, B or C with at least one F in the prior three years
- Focus – currently D
 - Planning – two consecutive grades of D (i.e., DD), or a grade of F immediately followed by a grade of D in the most recent grades release (i.e., FD)
 - Implementing – two consecutive grades of D in the most recent grades release preceded by a grade below C (i.e., FDD or DDD)
- Priority – currently F
 - Planning – declined to a grade of F in the most recent grades release and have not received a planning year or implemented a turnaround option during the previous school year
 - Implementing – two consecutive grades of F (i.e., FF), or three consecutive grades below C with an F in the most recent grades release (i.e., FDF or DDF)

DA Turnaround and Monitoring Statuses

Additionally, schools in DA are subject to one or more of the following Turnaround and Monitoring Statuses:

- Former F – currently A-C with at least one F in the prior three years; SIP is monitored by FDOE
- Planning – Focus Planning and Priority Planning; district is planning for possible turnaround
- Implementing – Focus Implementing and Priority Implementing; district is implementing the Turnaround Option Plan (TOP)

2015-16 DA Category and Statuses

DA Category	Region	RED
Not In DA	1	Melissa Ramsey
Former F	Turnaround Status	
No		

Part I: Current School Status

Supportive Environment

School Mission and Vision

Provide the school's mission statement

Sneads High School is committed to assisting our students in their voyage in preparation for success as educated, caring and responsible citizens by inspiring and building good character and a passion for lifelong learning.

Provide the school's vision statement

"Academic Excellence Today...Tomorrow...Together"

School Environment

Describe the process by which the school learns about students' cultures and builds relationships between teachers and students

Through interpersonal interactions throughout the school year, faculty and staff get to know the student population. Faculty and staff work on various levels to build relationships. There are many opportunities on campus by which students and faculty and staff build a rapport. Clubs such as Beta, FFA, FCCLA, FBLA, SWAT, and FCA are all available for students to participate and become a part and gain a sense of belonging. Extra-curricular activities such as volleyball, cheerleading, basketball, track, cross-county, football, baseball, weightlifting, and softball are also available for which students to become active. Yearbook, Pirate News Network, and Student Council are other avenues at many students participate. There are various competitions, such as mathematics, academic team, language and literature, through which students also participate in throughout the year. Faculty and staff are committed to help each student find some type of activity in which he or she can participate in and build a sense of pride and belonging at Sneads High School.

Describe how the school creates an environment where students feel safe and respected before, during and after school

Our school is committed to the safety of our students. We understand the importance of being at our designated duty stations before, during and after school. Every school employee is committed to being active and responsible for the well-being of our students. Students are taught safety procedures and evacuation routes in case of emergency. Our faculty and staff have been trained on emergency protocols such as "active shooter." Students have been taught to report bullying and harassment to any adult at Sneads High School. In turn, the faculty and staff have been trained on their responsibilities when reports are made by students.

Describe the schoolwide behavioral system in place that aids in minimizing distractions to keep students engaged during instructional time. This may include, but is not limited to, established protocols for disciplinary incidents, clear behavioral expectations, and training for school personnel to ensure the system is fairly and consistently enforced

Positive student behaviors are encouraged by faculty and staff at Sneads High School. Teachers use varying teaching strategies in their classes to encourage and monitor student engagement. Clear expectations are presented to students, and reinforcement of those expectations are to be used throughout the school year. High expectations are clearly stated to students. Teachers are committed to preserving class time, with minimal distractions, and the administrative staff encourage students to

behave and dress appropriately. A consistent district dress code and discipline policy is in place at Sneads High School.

Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services

Each student has a homeroom teacher who makes themselves available to their students. Students meet with their homeroom teachers to vote on class officers and receive information throughout the year. Homeroom meets at least once a month for students to receive various forms of communication such as progress reports and report cards. Students work with this teacher on homecoming float and are encouraged to seek help, ask questions or voice concerns. In addition, our principal and assistant principal make themselves accessible to students on a daily basis. An administrator is at lunch every day for students to gain easy access to administration. Our guidance counselor is available to assist students on an as-needed basis. ESE consultation services are also available.

Early Warning Systems

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(ii)(III), (b)(1)(B)(iii)(I), and (b)(1)(I).

Describe the school's early warning system and provide a list of the early warning indicators used in the system

Attendance is checked daily by the attendance clerk. Parents are contacted daily for students who are absent. Student makeup work is collected for students who have a serious illness and will be out for any length of time. Teachers meet in grade groups and in department meetings once a month to discuss discipline issues, student grades and attendance. Guidance assists in scheduling conferences with parents on an as-needed basis. Teachers report students who are habitually tardy to class and/or have other early warning signs.

At the beginning of the year, all teachers identify their level 1 and 2 reading students. After FAIR testing is done, a list of struggling students is given to all teachers. Progressing monitoring is done in other areas such as mathematics, biology and U.S. History. Struggling students are also identified in these areas and communicated to appropriate teachers.

Provide the following data related to the school's early warning system

The number of students by grade level that exhibit each early warning indicator:

Indicator	Grade Level				Total
	9	10	11	12	
Attendance below 90 percent	6	15	25	18	64
One or more suspensions	4	1	1	0	6
Course failure in ELA or Math	0	29	29	16	74
Level 1 on statewide assessment	16	11	7	3	37
Retention in a previous grade	29	24	31	17	101
One or more referrals	0	16	21	16	53
	0	0	0	0	
	0	0	0	0	
	0	0	0	0	
	0	0	0	0	
	0	0	0	0	
	0	0	0	0	
	0	0	0	0	
	0	0	0	0	
	0	0	0	0	
	0	0	0	0	

The number of students identified by the system as exhibiting two or more early warning indicators:

Indicator	Grade Level				Total
	9	10	11	12	
Students exhibiting two or more indicators	14	12	15	9	50

Describe all intervention strategies employed by the school to improve the academic performance of students identified by the early warning system

- Sneads High School has various ways that our students with early warning signs are served.
1. Our attendance clerk, Ms. Ferrell checks attendance daily and makes phone calls to check on students who are absent each day. Students must turn in excused notes within three days of the absence. Teachers make attendance each period, noting tardy students as well. We have an attendance and tardy policy in the student handbook so parents are aware of the policy.
 2. Our guidance counselor, Ms. Harvey identifies students who failed their English Language Arts or Mathematics class, and place students in a credit recovery as needed. Students who are not proficient in reading are placed in a remediation class.
 3. Administration conferences with parents on a regular basis on discipline issues.
 4. Guidance schedules parent conferences as needed.
 5. Teachers keep in contact with parents via phone calls and email.
 6. ESE department works with regular teachers to ensure identified students receive the necessary accommodations as noted in the student IEP.
 7. Administration reviews student progress reports periodically.
 8. MTSS is also in place.

Family and Community Involvement

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(iii)(I)(aa).

Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress

Title I schools use the Parent Involvement Plan (PIP) to meet the requirements of 20 U.S.C. § 6314(b)(1)(F).

Will the school use its PIP to satisfy this question?

No

PIP Link

The school completes a Parental Involvement Plan (PIP), which is available at the school site.

Description

Sneads High School will strive to provide optimum opportunities for parental involvement. Open house is a great opportunity for parents and teachers to get acquainted and leave contact information. FOCUS, our online gradebook is available for students and parents to monitor student progress. Three week progress reports and nine-week report cards are given to students. Teachers use various communication methods to keep parents informed of class announcements including the school and district websites, and REMIND, an online announcement system. Teachers use email and phone calls to contact parents as needed. Teachers attend parent conferences as needed. Parents are encouraged to become involved by attending school and district advisory meetings throughout the year. Student handbooks and district parent guide and calendars are given to students at the beginning of the school year. Teachers share their email and telephone extensions on their class syllabus. Some teachers have Facebook pages for their classes also.

Describe the process by which the school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement

The school webpage is kept up to date with announcements, activity calendars, and teachers are encouraged to post their resources on the website. Local newspapers are notified about student accomplishments. In our school lobby, a student success board is updated with latest student awards, accomplishments and achievements. The school's sign is updated with upcoming activities to keep the community updated.

Sneads High School Foundation is very supportive and awards mini-grants to teachers who have classroom needs such as portable white boards and graphing calculators which have been purchased this school year. Surrounding area colleges and employers schedule informative meetings with the senior class to provide valuable information for college, financial aid and workforce development.

Effective Leadership

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(H).

School Leadership Team

Membership:

Name	Title
Shouse, John	Principal
Cloud, Tracy	Instructional Media
Dowling, Rhianna	Teacher, K-12
Braxton, Donna	Teacher, K-12
Harvey, Ashley	Guidance Counselor
Arbona, Kathy	Teacher, ESE
Watts, Jackie	Teacher, K-12

Duties

Describe the roles and responsibilities of the members, including how they serve as instructional leaders and practice shared decision making

Specific SST Roles/functions (one person may have more than one role)

- Instruction Leader – (Administrator) - Ensures fidelity of the process, sets regularly scheduled times for the SST to convene, makes decisions on how T2 and T3 services will be delivered
 - Team Leader – Directs team activities, receives referrals for the SST, informs staff/parents, sets mtg times, ensures the proper documentation is maintained, and sets dates/times for follow-up meetings
 - Data Mentor – (Jackie Watts) Assists in collecting, organizing, visually displaying, analyzing and interpreting data
 - Staff Liaison – Key communicator with staff, establishes procedures to gain staff input and collaboration with other school initiatives
 - Content Specialist – Assists in making key decisions about instructional needs of struggling students, identifies evidenced-based interventions most likely to be effective in addressing the area of concern, and provides training/consultation as needed
 - Record Keeper – Documents/completes required paperwork in the meetings, serves as timekeeper, informs team when time is running short.
 - Behavior Specialist – Assists in identifying function of problem behaviors and developing Behavior Intervention Plans, collaborates and provides training as needed
 - Teacher – of the student whose needs are being addressed
 - Parent/Guardian – of the student whose needs are being addressed
 - Speech/Language Pathologist –as needed–assists in developing interventions for speech/language concerns-provides training as needed to interventionists
- The SST collaborates with other school-based teams such as SAC, literacy leadership teams, grade group teams, the positive behavior support team, and other professional learning teams to analyze strengths and weaknesses in academic/behavioral domains, and to initiate instructional modifications needed to increase student achievement for all students, and to meet SIP goals.

Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact

A school-based Student Support Team (SST) has been identified for the purpose of implementing a multi-tiered system of supports (MTSS) for all students. Universal screening data at the grade level, classroom level and subgroup level is analyzed to evaluate the effectiveness and needs of core instruction. The SST meets regularly on students identified as needing supplemental instruction beyond core (T2), and those needing more intensive/ individualized (T3) instruction. The SST reviews multiple data sources and engages in a 4 step data-based problem solving method to design and evaluate intervention plans that are targeted to student needs. Resources and service delivery are allocated according to the level of student need.

After-school tutoring for reading, Algebra I is funded through Supplemental Academic Instruction (SAI). All students are eligible for breakfast at no cost. Free or reduced lunches are available for those students who qualify.

School Advisory Council (SAC)

Membership:

Name	Stakeholder Group
John Shouse	Principal
Jackie Watts	Teacher
Norman Rabon	Parent
Jonathan McDaniel	Parent
Nikole Powell	Parent
Hope Campbell	Teacher
Katherine Arbona	Teacher
Rhianna Dowling	Teacher
Tyeshia Smith	Student
Joyce Dudley	Education Support Employee
Becky McDaniel	Parent
Alex Bryant	Student
Ashley Garrett	Parent

Duties

Provide a description of the SAC's involvement with the following activities, as required by section 1001.452(2), Florida Statutes

Evaluation of last year's school improvement plan

Our committee meets at the beginning of each school year to evaluate the school's data from the previous school year. This year, our scores improved in reading and writing.

Development of this school improvement plan

School Advisory Council meets to provide an opportunity for all stakeholders to have time to communicate with each other, ask questions, get proper feedback, offer suggestions, gain insight and work together to solve problems that the school may be facing.

Preparation of the school's annual budget and plan

NA

Describe the use of school improvement funds allocated last year, including the amount budgeted for each project

School Advisory Council did not receive funds.

Verify that the school is in compliance with section 1001.452, Florida Statutes, regarding the establishment requirements and duties of the SAC

Yes

If the school is not in compliance, describe the measures being implemented to meet SAC requirements

Literacy Leadership Team (LLT)

Membership:

Name	Title
Dowling, Rhianna	Teacher, K-12
Cloud, Tracy	Instructional Media
McDaniel, Linda	Teacher, K-12
Pollocks, Kathleen	Teacher, K-12
Arbona, Kathy	Teacher, ESE
See, Jennifer	Administrative Support
Addison, Cathi	Instructional Coach
Shouse, John	Principal
Medley, Jodi	Teacher, K-12

Duties

Describe how the LLT promotes literacy within the school

The major initiatives of the LLT are to create programs that the lower 25% and low performing sub-groups become successful readers. Progress monitoring tools are used to track student performance and help teachers make modifications to their curriculum to help students. Each teacher, school-wide, is incorporating reading strategies within their curriculum. At least one teacher in each of the core subject areas are reading in the content area certified.

Public and Collaborative Teaching

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(D).

Describe the school's strategies to encourage positive working relationships between teachers, including collaborative planning and instruction

Teachers participate in grade group meetings, curriculum group meetings, and cross-curricular group meetings are held monthly throughout the year.

Describe the school's strategies to recruit, develop and retain highly qualified, certified-in-field, effective teachers to the school

Recruit--Jackson County works with Chipola College to recruit newly graduated teachers. Jackson County is also a partner with the Panhandle Area Education Consortium that advertises job opening for the district that is accessible on the World Wide Web.

Retain--Newly hired teachers are provided a mentor and district support through the beginning teacher program.

Retain--Professional development opportunities through the coordination of local, state and federal funds sources to increase teacher effectiveness and retain qualified teachers by providing a conducive environment for improving professional knowledge.

Retain--Provide resources (tutoring for subject area exams, reimbursement for reading endorsement, reimbursement for college courses, etc) for teachers to obtain their professional teaching certificate; become highly qualified in subject areas taught; and renewal of professional certificates for veteran teachers.

Retain--Support teachers to improve instructional practices through the evaluation process developed through Race to the Top using Marzano frameworks.

Describe the school's teacher mentoring program, including the rationale for pairings and planned mentoring activities

Beginning teachers will be assigned a mentor teacher who is experienced in the classroom to be a resource and role model for exemplary professionalism as well as encouragement and support for successful completion of the beginning teacher program.

A teacher mentor received Marzano framework training during the summer in order to assist teachers in making their growth plans and to be a supportive resource throughout the school year. Teachers are encouraged to work together on areas of reflection.

Ambitious Instruction and Learning

Instructional Programs and Strategies

Instructional Programs

Describe how the school ensures its core instructional programs and materials are aligned to Florida's standards

Teachers use the Florida standards in their lesson planning in addition to the curriculum maps for the core classes. Teachers have access to cPals.org to find their course descriptions and related resources. Test item specifications and other state resources are available for teacher use on Florida Department of Education website. Textbooks and other appropriate resources are used to supplement textbooks. Our Math program is now correlated with Florida Standards. ThinkThrough Math and Algebra Nation, supplemental math curriculum programs are used also.

Instructional Strategies

Describe how the school uses data to provide and differentiate instruction to meet the diverse needs of students. Provide examples of how instruction is modified or supplemented to assist students having difficulty attaining the proficient or advanced level on state assessments

1. Formative assessments are used by teachers to help drive their instruction on a daily basis.
2. After FAIR testing, students are identified in target areas to receive specific instruction.
3. Teachers are using Marzano framework which outlines strategies for intentional teaching methods.

Provide the following information for each strategy the school uses to increase the amount and quality of learning time and help enrich and accelerate the curriculum:

Strategy: Extended School Day

Minutes added to school year: 1,000

Teachers will be scheduled to stay after school with Level 1 and 2 students in reading who need extra assistance. Think-through math is used in the regular math classes. Algebra I-A and Algebra I-B have been added to the master schedule to accommodate those students who need a slower pace in math in order to help them be successful in passing the Algebra I FSA.

Strategy Rationale

Students who have not passed their graduation requirements, such as Reading FCAT and/or Algebra I EOC are identified and are encouraged to attend after school tutoring. Many students across the curriculum attend after-school tutoring on an as-needed basis.

Strategy Purpose(s)

- Core Academic Instruction

Person(s) responsible for monitoring implementation of the strategy

Shouse, John, john.shouse@jcsb.org

Data that is or will be collected and how it is analyzed to determine effectiveness of the strategy

Teachers will plan instruction on student needs basis. Progress monitoring test scores will be used to determine student individual needs.

Student Transition and Readiness

PreK-12 Transition

The school's response to this question may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(G).

Describe the strategies the school employs to support incoming and outgoing cohorts of students in transition from one school level to another

SHS guidance counselor meets with eighth graders at Grand Ridge Middle School in the spring in preparation for their upcoming ninth grade year. Graduation requirements are discussed, and students choose their classes prior to the summer break. Students in grades 9-11 also meet with the guidance counselor in the spring in preparation for the next year. The master schedule is designed during the summer with student schedules in mind. Teachers are informed of new mandates from the state level through professional development at the county and school level.

College and Career Readiness

Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations

Sneads High School encourages each student to choose his/her classes based on their academic needs and personal interests. Graduation requirements are taken under consideration in addition to student preferences for elective study. Students are encouraged to take the PLAN test in tenth grade to help students identify areas of interest along with college preparation goals. Seniors are encouraged to attend a college night where local colleges and universities make a presentation about opportunities available. In addition, each spring seniors are taken to the Jackson County Career Fair.

Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs

Sneads High School offers career and technical education classes in the areas of agriculture, electrical and plumbing, culinary arts, textile production, early childhood education, newspaper/journalism, television production and computer technology such as webpage design. Students are encouraged to compete in a variety of competitions such as forestry, livestock judging, and communication.

Describe efforts the school has taken to integrate career and technical education with academic courses (e.g., industrial biotechnology) to support student achievement

Sneads High School is actively involved in helping better prepare our students at the postsecondary level. SHS offers two college prep courses, Math for College Readiness and Reading for College Readiness. Both of these courses are designed to increase students' level of academic achievement in college. Furthermore, the guidance counselor and reading teachers annually participate in the ACT College and Career Readiness Workshop in order to stay abreast of local and national trends. Each fall, students and parents are invited to SHS College and Career Night. The event is hosted by the SHS Guidance Department and provides a vast array of college and career vendors at our students' disposal. A representative from Florida Department of Education is usually in attendance to provide students valuable information concerning the Florida Financial Aid and Scholarship Programs. About 40-48% of our graduating seniors are usually eligible for Florida scholarships.

Describe strategies for improving student readiness for the public postsecondary level based on annual analysis of the [High School Feedback Report](#), as required by section 1008.37(4), Florida Statutes

1. Teachers and guidance counselor work together to ensure student preparedness is of utmost concern. Relevance and rigor are a goal of all courses at Sneads High School.
2. Teachers include critical thinking skills in their curriculum. Honors classes in core subjects such as English, math, science, and history are offered to students. Students are also encouraged to take dual enrollment classes at Chipola College.
3. Classroom teachers use varying activities to stress relevance to real world applications of subject matter and increase in each course.
4. Students are encouraged to take the ACT at the end of their tenth grade year. Dual-enrollment classes are offered to those who qualify.
5. Eleventh grade students (who have not taken the ACT and obtained identified college-ready scores) take the PERT test in math and reading. Students who do not earn the cut-off score are placed in college readiness classes in their senior year.

Needs Assessment

Problem Identification

Data to Support Problem Identification

Portfolio Selection

Portfolio selection is not required by the Florida Department of Education but is offered as a tool for needs assessment.

Data Uploads

Data uploads are not required by the Florida Department of Education but are offered as a tool for the needs assessment. In this section, the school may upload files of locally available data charts and graphs being used as evidence of need.

The following documents were submitted as evidence for this section:

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Problem Identification Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the points of strength and areas of need that have been identified in the data.

Problem Analysis Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the underlying “why” or root causes for the areas of need identified in the data, as determined by situational awareness of, and research conducted by, the stakeholders involved in the needs assessment.

School Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

Problem Solving Key

G = Goal

B =
Barrier

S = Strategy

1 = Problem Solving Step **S123456** = Quick Key

Strategic Goals Summary

- G1.** If Sneads High School faculty, staff, students, parents and community will work cooperatively toward academic excellence by using content area curriculum pacing guides, attending to student individual educational needs, monitoring student progress, planning for intentional teaching, communicating high expectations, and ensuring student safety on campus, then student performance as measured by Florida's State Assessments and End-of Course Exams will continue to improve.

Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), resources available to support movement toward the goal, barriers to achieving the goal, and the plan for monitoring progress toward the goal

G1. If Sneads High School faculty, staff, students, parents and community will work cooperatively toward academic excellence by using content area curriculum pacing guides, attending to student individual educational needs, monitoring student progress, planning for intentional teaching, communicating high expectations, and ensuring student safety on campus, then student performance as measured by Florida's State Assessments and End-of Course Exams will continue to improve. **1a**

 G075124

Targets Supported **1b**

Indicator	Annual Target
AMO Reading - All Students	72.0
Math Lowest 25% Gains	72.0
AMO Math - All Students	69.0
ELA/Reading Lowest 25% Gains	50.0
AMO Reading - African American	58.0

Resources Available to Support the Goal **2**

- Print materials
- Highly qualified, hard-working teachers
- Curriculum Pacing guides for English Language Arts, Algebra I, Algebra II and Geometry
- Supportive administration
- 4 computer labs
- Supportive parents and community
- Think Through Math
- Algebra Nation
- Progress Monitoring tools
- Curriculum Coaches in Reading and Math
- cPalms
- Attendance Clerk

Targeted Barriers to Achieving the Goal **3**

- New standards and new testing formats with which teachers must become familiar
- Varying student needs
- Poor Student Attendance

Plan to Monitor Progress Toward G1. 8

Interim assessments to be given each nine weeks

Person Responsible

Rhianna Dowling

Schedule

Quarterly, from 8/10/2015 to 3/25/2016

Evidence of Completion

Progress Monitoring Data will be shared with other teachers to help teachers better plan for reading in the content area.

Plan to Monitor Progress Toward G1. 8

Interim assessments for math will be analyzed.

Person Responsible

Donna Braxton

Schedule

Quarterly, from 8/10/2015 to 4/1/2016

Evidence of Completion

Math data will be analyzed to alter instruction throughout the year.

Action Plan for Improvement

For each strategy selected in the plan to reduce a targeted barrier to a strategic goal, this section lists the rationale for that strategy (i.e., why the school believes it will reduce the barrier) and the action steps that have been identified as necessary to implementing the strategy, including details such as the point person, timing and duration, and evidence of completion. At the end of each set of action steps is the plan for monitoring the implementation and effectiveness of the respective strategy.

Problem Solving Key

G = Goal **B** =
Barrier **S** = Strategy

1 = Problem Solving Step  S123456 = Quick Key

G1. If Sneads High School faculty, staff, students, parents and community will work cooperatively toward academic excellence by using content area curriculum pacing guides, attending to student individual educational needs, monitoring student progress, planning for intentional teaching, communicating high expectations, and ensuring student safety on campus, then student performance as measured by Florida's State Assessments and End-of Course Exams will continue to improve. **1**

 G075124

G1.B1 New standards and new testing formats with which teachers must become familiar **2**

 B196157

G1.B1.S1 Teachers will use the curriculum guides to make daily lesson plans. **4**

 S207893

Strategy Rationale

Pacing guides ensure curriculum is standards-based taught in a timely manner to meet instructional goals.

Action Step 1 **5**

Curriculum guides will be implemented in reading classes.

Person Responsible

Rhianna Dowling

Schedule

Quarterly, from 8/10/2015 to 5/27/2016

Evidence of Completion

Lesson plans should reflect the use of the curriculum guides.

Action Step 2 5

New online math curriculum will be implemented in math classes.

Person Responsible

Donna Braxton

Schedule

Quarterly, from 8/10/2015 to 5/27/2016

Evidence of Completion

Lesson plans should reflect the use of the online math curriculum.

Action Step 3 5

Teachers will develop learning goals to use in their teaching.

Person Responsible

Jackie Watts

Schedule

Quarterly, from 8/10/2015 to 5/27/2016

Evidence of Completion

Instructional scales will be developed and kept in teacher files.

Plan to Monitor Fidelity of Implementation of G1.B1.S1 6

Lesson Plans will be checked periodically.

Person Responsible

John Shouse

Schedule

Monthly, from 8/10/2015 to 5/27/2016

Evidence of Completion

Teacher lesson plans will be saved for documentation.

Plan to Monitor Fidelity of Implementation of G1.B1.S1 6

During classroom walk-throughs and teacher evaluation, use of instructional scales and learning targets will be monitored.

Person Responsible

John Shouse

Schedule

On 5/27/2016

Evidence of Completion

Teacher observation and evaluation tools completed by principal

Plan to Monitor Effectiveness of Implementation of G1.B1.S1 7

Use progress monitoring tools

Person Responsible

John Shouse

Schedule

Quarterly, from 8/10/2015 to 5/27/2016

Evidence of Completion

Student growth on FAIR, math interim assessments and other interim assessments. Student nine week grades.

G1.B1.S2 Teachers will use Robert Marzano's framework for intentional teaching and lesson planning.

4

 S207894

Strategy Rationale

Intentional teaching is linked to increased student achievement.

Action Step 1 5

Teachers will create individual growth plans where they will do a self-assessment to choose an area of which they want to work on throughout the year.

Person Responsible

Jackie Watts

Schedule

On 5/27/2016

Evidence of Completion

Teacher growth plans, teacher observations and evaluations

Plan to Monitor Fidelity of Implementation of G1.B1.S2 6

Classroom walk-through observations and growth planning

Person Responsible

John Shouse

Schedule

Monthly, from 8/10/2015 to 5/27/2016

Evidence of Completion

Teacher evidence through observation and conferencing

Plan to Monitor Effectiveness of Implementation of G1.B1.S2 7

Teacher Observation

Person Responsible

John Shouse

Schedule

On 5/27/2016

Evidence of Completion

Teacher evaluation rating of applying or innovating

G1.B3 Varying student needs 2

 B196159

G1.B3.S1 Teachers will analyze data from available sources to identify student needs. 4

 S207896

Strategy Rationale

Student-centered instruction is key to meet student needs. Accommodations and student interests need to be taken into consideration for student success.

Action Step 1 5

Use student data to plan for student instruction.

Person Responsible

John Shouse

Schedule

Monthly, from 8/10/2015 to 5/27/2016

Evidence of Completion

Teacher lesson plans will be kept on file.

Plan to Monitor Fidelity of Implementation of G1.B3.S1 6

Monitor student progress

Person Responsible

John Shouse

Schedule

Daily, from 8/10/2015 to 5/27/2016

Evidence of Completion

Student grades

Plan to Monitor Effectiveness of Implementation of G1.B3.S1 7

Student progress within each class

Person Responsible

Schedule

Monthly, from 8/18/2014 to 6/1/2015

Evidence of Completion

Student grades

Appendix 1: Implementation Timeline

Action steps and monitoring activities identified in the SIP as necessary to achieve the school's goals.

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.B1.S1.A1	Curriculum guides will be implemented in reading classes.	Dowling, Rhianna	8/10/2015	Lesson plans should reflect the use of the curriculum guides.	5/27/2016 quarterly
G1.B1.S2.A1	Teachers will create individual growth plans where they will do a self-assessment to choose an area of which they want to work on throughout the year.	Watts, Jackie	8/5/2015	Teacher growth plans, teacher observations and evaluations	5/27/2016 one-time
G1.B3.S1.A1	Use student data to plan for student instruction.	Shouse, John	8/10/2015	Teacher lesson plans will be kept on file.	5/27/2016 monthly
G1.B1.S1.A2	New online math curriculum will be implemented in math classes.	Braxton, Donna	8/10/2015	Lesson plans should reflect the use of the online math curriculum.	5/27/2016 quarterly
G1.B1.S1.A3	Teachers will develop learning goals to use in their teaching.	Watts, Jackie	8/10/2015	Instructional scales will be developed and kept in teacher files.	5/27/2016 quarterly
G1.MA1	Interim assessments to be given each nine weeks	Dowling, Rhianna	8/10/2015	Progress Monitoring Data will be shared with other teachers to help teachers better plan for reading in the content area.	3/25/2016 quarterly

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.MA2	Interim assessments for math will be analyzed.	Braxton, Donna	8/10/2015	Math data will be analyzed to alter instruction throughout the year.	4/1/2016 quarterly
G1.B1.S1.MA1	Use progress monitoring tools	Shouse, John	8/10/2015	Student growth on FAIR, math interim assessments and other interim assessments. Student nine week grades.	5/27/2016 quarterly
G1.B1.S1.MA1	Lesson Plans will be checked periodically.	Shouse, John	8/10/2015	Teacher lesson plans will be saved for documentation.	5/27/2016 monthly
G1.B1.S1.MA1	During classroom walk-throughs and teacher evaluation, use of instructional scales and learning targets will be monitored.	Shouse, John	8/10/2015	Teacher observation and evaluation tools completed by principal	5/27/2016 one-time
G1.B3.S1.MA1	Student progress within each class		8/18/2014	Student grades	6/1/2015 monthly
G1.B3.S1.MA1	Monitor student progress	Shouse, John	8/10/2015	Student grades	5/27/2016 daily
G1.B1.S2.MA1	Teacher Observation	Shouse, John	8/10/2015	Teacher evaluation rating of applying or innovating	5/27/2016 one-time
G1.B1.S2.MA1	Classroom walk-through observations and growth planning	Shouse, John	8/10/2015	Teacher evidence through observation and conferencing	5/27/2016 monthly

Appendix 2: Professional Development and Technical Assistance Outlines

Professional development opportunities and technical assistance items identified in the SIP as action steps to achieve the school's goals.

Professional Development Opportunities

Professional development opportunities identified in the SIP as action steps to achieve the school's goals.

G1. If Sneads High School faculty, staff, students, parents and community will work cooperatively toward academic excellence by using content area curriculum pacing guides, attending to student individual educational needs, monitoring student progress, planning for intentional teaching, communicating high expectations, and ensuring student safety on campus, then student performance as measured by Florida's State Assessments and End-of Course Exams will continue to improve.

G1.B1 New standards and new testing formats with which teachers must become familiar

G1.B1.S1 Teachers will use the curriculum guides to make daily lesson plans.

PD Opportunity 1

Curriculum guides will be implemented in reading classes.

Facilitator

Cathy Addison

Participants

Reading/English teachers

Schedule

Quarterly, from 8/10/2015 to 5/27/2016

PD Opportunity 2

New online math curriculum will be implemented in math classes.

Facilitator

Missy Rogers

Participants

Math teachers

Schedule

Quarterly, from 8/10/2015 to 5/27/2016

PD Opportunity 3

Teachers will develop learning goals to use in their teaching.

Facilitator

Jackie Watts

Participants

Teachers of all subjects

Schedule

Quarterly, from 8/10/2015 to 5/27/2016

G1.B1.S2 Teachers will use Robert Marzano's framework for intentional teaching and lesson planning.

PD Opportunity 1

Teachers will create individual growth plans where they will do a self-assessment to choose an area of which they want to work on throughout the year.

Facilitator

Jackie Watts

Participants

All SHS teachers

Schedule

On 5/27/2016

Budget

Budget Data

1	G1.B1.S1.A1	Curriculum guides will be implemented in reading classes.	\$0.00
2	G1.B1.S1.A2	New online math curriculum will be implemented in math classes.	\$0.00
3	G1.B1.S1.A3	Teachers will develop learning goals to use in their teaching.	\$0.00
4	G1.B1.S2.A1	Teachers will create individual growth plans where they will do a self-assessment to choose an area of which they want to work on throughout the year.	\$0.00
5	G1.B3.S1.A1	Use student data to plan for student instruction.	\$0.00
Total:			\$0.00